









The President's Management Agenda - Status at USAID



USAID has made sustained and increasing progress in its business transformation, and this has been reflected in the Agency's scores on each of the five government-wide initiatives in the President's Management Agenda. USAID is extremely pleased to have been awarded a "double-green" score in budget and performance integration. Overall, USAID achieved six green ratings for progress in achieving the OMB-developed, government-wide criteria and has four yellow ratings and two red ratings for status. The following is a summary of USAID's overall progress towards achieving the goals of the PMA during FY 2005.

 Progress	Strategic Management of Human Capital	 Status
Goal Build, sustain, and deploy effectively a skilled, knowledgeable, diverse, and high-performing workforce aligned with mission objectives and goals.		
Progress <ul style="list-style-type: none"> • Demonstrated refinements to the workforce planning model. • Completed draft Senior Executive Service performance plan enhancements. Prepared schedule to demonstrate that performance plan and awards meet Proud to Be III Standards for Success. • Demonstrated continued results in closing skill and competency gaps. • Provided the Agency's diversity action plan. • Conducted evaluation of GS performance system using OPM tool, and identified beta site and schedule to test system to link pay to the performance appraisal system and awards program. • Planned with OPM to review agency accountability system and use results to strengthen HC results. • Prepared briefing on working towards "Rightsizing Strategy." 		
Upcoming Actions <ul style="list-style-type: none"> • Begin implementation of e-Gov tool. • Complete appropriated use of non-U.S. Direct Hire employment mechanism options analysis and recommendations for streamlining. • Procure and begin implementing Learning Management Software (e-Gov). 		



 Progress	Improved Financial Performance	 Status
Goal World-class financial services that support strategic decision-making, mission performance, and improved accountability to the American people.		
Progress <ul style="list-style-type: none"> • Issued FY 2005 Performance and Accountability Report on time (by 11/15/2005). • Took actions to support closure of the one 2005 auditor weakness. • Received unqualified audit opinion on all financial statements for FY 2005. • Had no chronic or significant Anti-Deficiency Act violations through 12/31/2005. • Completed move of Phoenix production operations to Department of State facility in Charleston, South Carolina on 11/18/05. • Deployed Phoenix to the Controller missions in Asia and the Near East (December 2005). • Submitted revised A-123 Implementation Plan to OMB. 		
Upcoming Actions <ul style="list-style-type: none"> • Submit corrective action plan for new material weakness (by 2/28/06). • Submit "Getting to Green" plan to OMB. • Begin deployment of Phoenix to Controller Missions in Africa (Phase 1) (March). • Complete Training in Africa Missions (Phase 1). • Complete prior year data clean-up for Europe and Eurasia. • Install Travel Accounting Module in support of E-Travel. • Upgrade System to Version 6.06. • Initiate formal documentation process for A-123 validation and testing. 		





 Progress	Competitive Sourcing	 Status
Goal Achieve efficient, effective competition between public and private sources and establish infrastructure to support competitions.		
Progress <ul style="list-style-type: none"> • Announced competition for building services. • Developed and approved "soft landing" policies as needed for possible impacts on direct-hires affected by competition. • Met with OMB on options for grouping activities for competition. • Updated Civil Service (CS) strategic plan as needed to track to submitted 2005 CS inventory pending OMB approval. • CS Contractor selected to support streamlined competition. • Issued call for 2006 inventory preparation. 		
Upcoming Actions <ul style="list-style-type: none"> • Review 2005 CS inventory, and using CS strategic plan have CS Working Group assess further competition opportunities in FY 2006. • Make recommendations to the Competitive Sourcing Office for approval to nominate commercial activities for endorsement. Begin required business analysis for possible competition selection. • Identify any candidates for Business Process Improvement assessments in addition to CS competition candidates. • Provide updated CS "Yellow" Strategic Plan reflecting published 2005 revisions. 		



 Progress	Budget and Performance Integration	 Status
Goal Improve the performance and management of the federal government by linking performance to budget decisions and improve performance tracking and management. The ultimate goal is better control of resources and greater accountability over results.		
Progress <ul style="list-style-type: none"> • Marginal Cost Report submitted and accepted by OMB. • PART ratings and programmatic impacts summarized and included in the FY 2005 Performance and Accountability Report. • Submitted new and updated PART follow-up actions for completed PARTs and reviewed performance indicators to include the most recent data possible, with one exception, Global Climate Change, where change of personnel both at USAID and OMB delayed updating. • Identified universe of PART programs at USAID and proposed programs for PARTing in FY 2006. Also identified possible areas for waiver, i.e. Child Survival and Health activity in Russia and Ukraine. • Updated Automated Directive System to include guidelines on "delinquency reporting" when missions fail to meet Annual Report deadline of December 19. 		
Upcoming Action <ul style="list-style-type: none"> • Analyze Annual Reports for delinquent reporting to identify incidence and distribution of data submission problems with delinquency reports sent to mission directors for corrective action. Provide delinquency report to OMB at the end of the quarter. • Document planned use of previously utilized performance indicators in upcoming PART assessments for Asia and Near East Development Assistance and Child Survival and Health. • Hold kickoff meeting with program leads on 2006 PARTs, together with OMB. 		



 Progress	Expanded Electronic Government	 Status
Goal Expand the federal government's use of electronic technologies (such as e-procurements, e-grants, and e-regulation), so that Americans can receive high-quality government service.		
Progress <ul style="list-style-type: none"> • Upon release of the OMB Enterprise Architecture (EA) Assessment Framework v2.0, USAID will baseline the Agency's Enterprise Architecture. • USAID identified gaps in performance measures and areas of duplication by utilizing the mapping of architectural layers and the Federal Enterprise Architecture reference model. • Provided report to OMB and Geospatial One-Stop identifying all grant programs related to geospatial information. • Provided report to OMB and E-Authentication identifying existing and planned web-based systems requiring electronic authentication. • Provided Grants.gov an outreach plan for discretionary grant programs. 		
Upcoming Actions <ul style="list-style-type: none"> • Submit Enterprise Architecture artifacts for assessment. • The Joint Enterprise Architecture (JEA) Team, in coordination with the Joint Management Council (JMC) and the Chief Information Officers, will start the process of applying EA disciplines to one of the JMC working groups: the Management Services and Planning working group. The focus area will be those business processes supporting Shared Services and Rightsizing. • Sign new Memoranda of Understanding for E-Government Initiatives and complete funding transfers as appropriate. • Establish an OMB-approved process and plan for implementing all of the appropriate E-Government, Lines of Business, and SmartBUY initiatives rather than creating redundant or agency unique IT projects. 		

 Progress	Federal Real Property Asset Management Initiative	 Status
Goal To promote the efficient and economical use of the United States Government's real property assets, both overseas and domestically.		
Progress <ul style="list-style-type: none"> • Incorporated OMB comments into the joint State/USAID Asset Management Plan (AMP) and submitted for review on November 15. • Received OMB approval of the Joint AMP. • Completed the capture of all required Federal Real Property data at the constructed asset level and coordinated with State for the submission of data to the Federal Real Property Program. • Established a data validation protocol to ensure the data quality of the Federal Real Property review process. 		
Upcoming Actions <ul style="list-style-type: none"> • Submit an implementation plan for Joint AMP focusing on implementation of the AMP at USAID headquarters and field offices. Begin implementation of the Joint State/USAID AMP. • Work with OMB to finalize USAID specific initiatives in the 3-year timeline based upon the approved Joint AMP goals and objectives. Implement data validation protocol to improve data quality for future reporting. • Analyze Federal Real Property data reported, establishing baselines for performance measure data elements and begin to develop goals and targets. 		



 Progress	Faith-Based and Community Initiative	 Status
	<p>Goal Enhance opportunities for faith-based and community organizations (FBCOs) to compete for federal funding, monitor compliance with equal treatment regulations in addition to identifying barriers to the equal participation of FBCOs in agency programs, collect data on the participation of FBCOs in agency programs, and implement and evaluate demonstration programs where FBCOs participate.</p>	
	<p>Progress</p> <ul style="list-style-type: none"> • Agency-cleared FY 2005 Annual Report on Faith-based and Community Initiatives (FBCI) actions and barriers removed to date provided to OMB. • Agency lead for FBCI led two technical assistance workshops at White House Office of FBCI regional conferences in Milwaukee and Nashville. • Quarterly reports on Pilot Programs were submitted to White House Office of FBCI and OMB. • Continued monitoring regulation compliance. No complaints received this quarter. • Revising USAID web site language on Private Voluntary Organizations (PVOs) which is not clear and may lead readers to believe that organizations must be registered PVOs in order to receive USAID funding. 	
	<p>Upcoming Actions</p> <ul style="list-style-type: none"> • Provides OMB and White House Office of FBCI with analysis of completed pilot and action plan for future pilot/demonstration projects. • Continue to monitor compliance with equal treatment regulation. • Meet data collection deliverable for the White House Office of FBCI for additional FY 2005 data on participation in grant competitions. • Issue instructions to missions and bureaus on revised FY 2006 data collection plan. • Provide quarterly reports on four pilots. 	